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# **Headquarters and Support Battalion Marine Corps Base, Camp Pendleton**

## **Force Preservation Program**

# Force Preservation Program - The Need *Argument for Implementation*

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- » HQSPTBN population ranges from Marines who are *exceptionally strong and able leaders* to Marines who have experienced *significant challenges—and everyone in between*
- » “Caring for our own” is not a burden, but fundamental to an *effectively led organization*
- » By recognizing the value of each human being and not reasoning that we should have *a percentage of failure*, the program will influence a reduction in tragic events
- » Opportunities abound for NCOs and SNCOs *to become mentors and leaders* that is rarely duplicated in garrison

# Force Preservation Program - The Way Ahead

## ***Policy and Action***

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- » ***Goal: Develop a Force Preservation Program that reduces high risk behavior and prevents tragic events.***
- » ***Step 1: Act now and reach out to those at risk***  
Identify the most at-risk members of the battalion; implement mentorship of those who are most deserving; take the initiative in barracks management.
- » ***Step 2: Work with others to develop effective policy and procedures***  
Define Force Preservation and agree on the lexicon; institute a Force Preservation Working Group; roll out a trial mentorship and risk categorization program; draft a Bn Policy Statement
- » ***Step 3: Active leadership of the program***  
Weekly Human Factors Board watches those in the multiple levels of risk; reconciliation with medical professionals, interaction with all personnel consistently, reports of progress and documentation of best practices

# Force Preservation Program- The Way Ahead

## *Timeline and Milestones*

***Builds on, and formalizes, already existing BN programs***

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June 09 July 09 Aug 09 Sep 09 Oct 09 Nov 09 Dec 09 Jan 10 Feb 10 Mar 10 Apr 10 May 10 Jun 10

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Step 1 - Identify Initial "At Risk" Population (continuous thereafter)

Step 2 - Establish Policy Through a Tested and Tailored Approach (proof of concept)

Step 3 - Consistent Leadership and Oversight at Multiple Levels of the Organization

(concurrent with policy formulation)

# Force Preservation Program - The Way Ahead

## ***Step 1, Key Objectives***

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### ***Step 1: Act now and reach out to those at risk***

- Tasks: Create a data base of candidates who can be seen as:
  - » High Risk: Suicidal ideations, multiple disciplinary, soon separating, PTSD, history of mental/physical challenges
  - » Medium Risk: Victim or accused, post-disciplinary, domestic violence participant, depressive due to various factors, PTSD, physical deficiencies
  - » Low Risk: Begin with your alpha roster—point here is that to know who is on this roster is to anticipate and get ahead of issues—know the demographics, look for combat vets, young males, unusual military or personal histories
- NCO/SNCO Mentorship—Keep the high risk “out of the shadows.” Immediately assign them the most mature and seasoned mentors and team leaders as possible.
- Put eyes and ears on Barracks 1396 and 1398 (BN’s two most prominent barracks)
  - Company Gunnies and responsible SNCOs “seize” the barracks—visible oversight (walking the corridors), not allow alcohol, manage roommates and the population carefully (who lives there and why), control/manage schematics of the barracks with the duties, check-in/check-out procedures, key control rock solid

# Force Preservation Program - The Way Ahead

## **Step 2, Key Objectives**

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### **Step 2: Work with others to develop effective policy and procedures**

- Appropriately define who should be in the three risk categories and document so all are operating with the same definitions
- Initiate the Area Force Preservation Working Group (composed of all tenant commands under Col's Area Commandership area of responsibility, identify area issues, develop joint-stand-downs and related prevention events; create a new barracks policy tailored to our population, codify in orders
- Use the H&S Co Force Preservation/Mentorship model as a starting point; evaluate and refine Bn policy after a proof of concept period
- Work hand-in-hand with HQMC-directed suicide/force preservation efforts
  - BN NCO Association already taking lead with CDR Werbel's efforts
- Bring in MCCS Suicide Officer, NHCP assets, external experts in dealing with non-normal behavior/ reconcile our policies with mental health professionals

# Force Preservation Program - The Way Ahead *Step 3, Key Objectives*

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## **Step 3: Active leadership of the program**

- Weekly CO-led Human Resources Board discusses in detail Bn at-risk individuals
- Open dialogue with social services and medical professionals
- Officer, SNCO, NCO active leadership at:
  - Standdowns
  - Group discussions
  - Individual counseling and mentorship
- **Best Practices captured and shared – at multiple venues**